



**“Initiating of activities for implementation of the Autonomous Framework Agreement  
on Active Ageing and an Inter-Generational Approach”  
Project VS/2019/0007**

***Consultative National Meeting,  
January 16th, 2020  
Concorde Old Bucharest Hotel, București***

## **REPORT**

On January 16<sup>th</sup>, 2020, at the Old Bucharest Hotel in Bucharest, it was held the National Consultative Meeting within the project “Initiating of activities for implementation of the Autonomous Framework Agreement on Active Aging and an Inter-Generational Approach”. Project VS / 2019/0007 initiated and carried out by Solidarnosc Poland in partnership with CSDR Romania, with the financing of the European Commission.

The purpose of this meeting was to identify the views of employers' confederations, main trade union confederations in Romania and the Ministry of Labor and Social Protection, on the active aging issue.

There was also invited one representative of the Romanian Economic and Social Council and as an expert, Professor Cătălin Ghinăraru, Scientific Secretary, Head of Labor Market Policies dept. at the National Scientific Research Institute in the field of Labor and Social Protection being also associate professor at the University of Bucharest.

According to the attached attendance list, 17 people were present: 7 from the employers' confederations, 7 from the trade union confederations, a representative of the Ministry of Labor and Social Protection, a representative of the Economic and Social Council and an expert.

Professor Cătălin Ghinăraru presented a comparative analysis on the debate on active aging, statistics and forecasts regarding the evolution of the accentuated aging of the population and, consequently, of the work force at Romania and EU countries level, strategies and facilities addressed to the elder workers category as well as proposals regarding the approach of new sustaining directions of elder workers in the work field.

The conclusions of the presentation were the following:

1. There is a concerning tendency of pronounced aging of the population of Romania and therefore of the workforce;
2. This perspective requires the identification of active, efficient measures to support older workers;
3. One solution would be the change the economic structure at Romania's level;
4. Another solution would be the digitalization of the economy.



Employers' representatives sustained the idea that the facilities provided by the government to support workers retention in the labor market are reduced and require elaborate and difficult files.

In addition, the bureaucracy discourages employers from applying for these financial subsidies.

They consider that the digitization of the state institutions will simplify procedures and also increasing subsidies will motivate employers to keep elder workers at work.

They think that, from the work productivity perspective, a young worker is more desirable than an elder worker.

At the same time, they admit that the experience and specialization of elder workers is an important asset in the production process.

As a conclusion, they believe that a redistribution of workforce on adequate age domains can be a solution and an increasing subsidies for the retention of older workers is a necessity in the labor relations.

The representatives of the unions consider that the economic objectives of the employers, generate inequities on the labor market as elder workers are threatened with marginalization and exclusion.

The prospect of a small pension for the large mass of workers represents an additional stress factor for workers on the verge of retirement.

They agree that there is excessive bureaucracy backed by state institutions and that digitization of institutions is a solution.

They consider that the state must provide professional reconversion programs for elder workers.

At the same time, elder workers should be prepared for the period of inactivity after retirement.

They consider that the retired people who are in full physical and mental capacity will be able to continue their professional activity by cumulating the pension with the salary.

The Ministry of Labor agrees that the above proposals represent a good starting point for negotiating a specific strategy.

The final conclusion of the meeting is that it is necessary to make an analysis at the level of the represented institutions management in order to negotiate a common point of view to be agreed at the next meeting in February.

Reported by  
Ioan Leon Naroși